

Training Institute Description and Fee Schedule: YWCA York is happy to announce the development of its new training institute. For years we have been training the early childhood community and school age professionals and in all facets of victims' services. Finally we have formally designed a training menu that provides a description and overview of everything our organization has to offer.

Trainings are already packaged and ready to go in many areas or you can have one of our highlighted professionals specially design training just for your organization or business. Presentation fees are dependant on distance, time and development needed for the session. Typically, already prepared, local trainings can be conducted for \$100.00 an hour. Call YWCA York today, 845-2631 ext. 119 and ask for Ruby Martin to begin the planning of your event!

- **Non Profit Performance: (Deb Stock)**
Sessions for transitioning a struggling organization from low performance to high performance.
- **Merging Non Profits: (Deb Stock) Topics can be custom fit for your agency**
 - To Merge or Not to Merge?
- **Leadership: (Ruby Martin)**
Sessions available for all different areas of leadership, business, mentoring and coaching, finding your “niche” in leadership and custom strategic planning for early learning centers. (90 minutes to 3 hours)
- **Leadership: (Rick Azzaro)**
Social service leadership is a unique skill. This training will provide agencies with strategies and techniques proven to be successful in the leadership of social service agencies.
- **Women’s Leadership:**
The women’s style of leadership is unique and can be highly effective. This session will highlight specific women in leadership roles and some of the strategies they used to assure their success in business.
- **Racial Justice: (Ruby Martin)**
 - Race Matters: Supporting Conversations about Race and Culture in Early Childhood (School age and school) Settings. 4 part, 12 hour in depth exploration of our racial responsibility to children of all ages from cradle through college in the form of communication and sharing experiences.
 - Part 1: Beginning the Conversation (3 hours)
 - Part 2: Historical Perspectives and White Privilege (3 hours)
 - Part 3: Planning Supportive Environments for Children and Families pt 1 (3 hours)
 - Part 4: Planning Supportive Environments for Children and Families pt2 (3 hours)

- **Anti-Bias Education:** This session explores the Anti Bias Education as put forth by the National Association of Education of Young Children (NAEYC) and designs a blue print idea of how to incorporate an understanding of Anti Bias among all students in all age groups using our families, the environment and our intentional curricular experiences. Use Anti Bias as a tool in your classroom for thoughtful understanding of creating an anti bias society. (2-3 hours)
- **Cultural Competency:** Use the NAEYC's research based tools to conduct a Culturally Competent environment for all of our children in all programs. (Before and After, HS and College Classrooms, PREK and early learning.) The tool will assist teachers in taking a reflective look at their environment, their materials and their actual intentionality in terms of setting a fair example for cultural competence. 2-3 hours)
- **Stereotypes in the Media:** This session is rich in discussion and interaction as participants take a look at themselves and their acceptance of others. They also analyze the media's portrayal of certain groups, using mostly movie clips and songs. Very enlightening if your group is interested in making the change to a fairer environment. (2-3 hours)
- **Supporting ELL/ DLL (English Language Learners/ Dual Language Learners) in Early Childhood Classroom settings:** 5-3 hour sessions contain everything teachers need to know to begin meeting the challenging linguistic and cultural needs of the students in their classroom. For any level teacher of any age child (infant through 4th grade), these sessions are fun and interactive and will guide teachers in discovering how to best meet the needs of all of their students.
- **Early Childhood Curriculum/ Development: (Ruby Martin)**
Professionals available to train on topic in any area of early childhood and school age curriculum. From Creative Curriculum, to emergent styles and including Project Approach. Training is available on the fabulous Reggio Emilia Approach based on the renowned work of the Italian early learning systems. (3 hour session for overview or intense 2/3 hour sessions)
- **Positive Guidance of Children: (Ruby Martin)**
Children need to be and feel powerful and in control in order to eliminate a lot of the current behaviors typical in group care. This session is a thorough, positive and proactive approach to eliminating negative behaviors and fostering positive communication and strong empowered individual's rich in problem solving ability. (2-3 hours)
- **Parenting Classes: (Ruby Martin/ Rick Azzaro)**
Professionals are available to offer a 6 -12 week parenting course for your organization, hospital or school. Sessions available for parents with child care for the children if held at our site or we can travel to you and hold parent meetings at your facility. (6 or 12 90 minute sessions depending on the ages we will be covering.)
- **Vision Building/ Strategic Planning: (Ruby Martin)**

Trained professionals will work with you and your team in a participative way to develop a team or organizational vision with action steps and goals. Or a traditional Strategic Plan with time line. (4 hour session)

- **Accreditation Pursuit: (Ruby Martin)**

National Association for the Education of Young Children (NAEYC) and National Afterschool Association (NAA) are both national accrediting agencies promoting validation of the highest quality of care for children in early learning or before and after care programs. We provide training on the process of accreditation and offer technical support throughout the journey of your organization. (2-3 hour sessions with technical support)

- **Team Building: (Ruby Martin)**

Discover the intricacies of working with diverse teams of people. This session covers the unique needs of your agency and can be designed to teach any team the essentials of working together and the dynamics that sometimes get in the way of that goal. (90 minutes – 3 hours)

- **Becoming an Advocate: (Ruby Martin)**

Unsure how to be heard by your elected officials? Let our professionals help train your employees and agency leaders about how to make advocacy and activism a priority and make those on the capital pay attention to the needs of your clients. Learn strategies and events you can do that focus on your agency in terms of being an advocate! (90 minutes)

- **Hip Hop in Culture, (Mike Smith):**

This session can be geared towards community members, school personnel, families and teens. Discussing the affects of hip hop culture on youth today. Everyone should know the messages being sent through this culture and how to offset the impact of these message through actions.(90 minutes)

- **Motivating Youth: (Mike Smith)**

What is the HOOK to get youth motivated to be involved in their development and their community? This session will provide insight into what works with at risk youth in getting them on the right track to breaking cycles of poverty.

- **Curriculum: (Select Staff)**

Sessions available to assist professional early childhood and school age educators in enhancing several areas of curriculum. Including Project Approach, Emergent curriculum styles and implementation of Anti Bias education. Session can be specifically designed for the needs of individual programs.

- **Development: (Select Staff)**

Many sessions on child development, developmentally appropriate practice and milestones are available for programs. Sessions can be specifically designed for the needs of individual programs.

- **Babysitting Certification: (Denelle Sowers)**

Conduct a babysitting certification course for your clients, girl/boy scout troop or youth programs.

- **CPR/ First Aid (Kathy Warner or Lisa Young)**
First Aid, CDP and Pediatric first aid are available for programs wishing to set up sessions for their employees or clients.
- **Advocacy (Angie Sparks)** Want your clients or employees to be better advocates for the causes your organization supports? We can provide basic advocacy or activism training to provide grass roots strategies for you
- **Child Sexual Abuse (Rick Azzaro)**
The workshop will explore the complexities of child sexual abuse and the impact of abuse on the victim, their relationships, functioning, and world perspective.
- **Working with Victims of Trauma (Rick Azzaro)**
The workshop will discuss the impact of trauma and strategies for working with victims toward recovery.
- **Empathy- revisited (Rick Azzaro)**
Empathy is the most crucial foundational skill in the helping profession. The workshop will explore empathy as a process of deep understanding. The challenges of cultivating empathy will be discussed and the many layers of empathy examined.
- **Sexual Harassment: (Victim Service Staff)**
Learn how to identify sexual harassment and its effects, legal rights; how to develop policies and procedures regarding sexual harassment; prevention and proactive approaches
- **Internet Safety: (Victim Service Staff)**
Learn how today's technology can be used and abused; interactive activity that helps you navigate sites as well as gaming systems; learn what internet safety resources are available
- **Teen/ Parent Program Regarding Relationships: (Victim Service Staff)**
Learn how parents and teens can improve their communication skills as they work together in identifying warning signs of an unhealthy dating relationship
- **Workplace Violence: (Victim Service Staff)**
Learn how to recognize an employee who is being abused or who is being abusive; learn workplace violence interventions and prevention strategies as well as basic Dos and Don'ts for workplace safety
- **Dynamics of Domestic Violence: (Victim Service Staff)**
Learn the warning signs of an abusive relationship; safety tips for victims of domestic violence; options and resources available to victims and their families; the effects of domestic violence on children
- **Dynamics of Sexual Violence: (Victim Service Staff)**
Learn how to identify a victim of sexual violence; develop an understanding of the myths and stereotypes surrounding sexual assault; learn the statutory laws/legal issues, risk reduction techniques, the most up to date information regarding date rape drugs as well as action steps to take in the event of an assault

- **Business sessions can be developed for your company or agency on the following topics:**
 - **Financial Planning: (Nan Bunner)**
 - **Non Profit Budgeting: (Nan Bunner)**
 - **Special Event Planning : (Jen Brillhart)**
 - **Ethics in Fund Development: (Jen Brillhart)**
 - **Non Profit Fund Development: (Jen Brillhart)**
- **Fitness/ Health/ Nutrition (Fitness Staff):**

Highly trained fitness instructors can attend company in-service or staff meetings to speak about healthy lifestyles, teach a Zumba or yoga class or take BMI measurements for your insurance companies. Call us to schedule a weekly or bi-weekly class at your company during lunch for your employees. A healthy workforce is a more effective workforce!!
- **Clinics for Sync Swim and Temple Guard (Teams)**

Looking for something fun to do with your youth group at church, girl or boy scout troop or home school organization? Call the YWCA to do a Drill Team or Synchronized Swim clinic. Your students will be excited to learn an art that none of their friends have ever tried. Clinics can be specially designed to fit your schedule and needs.
- **School/ Church/ Community Assembly packages:**

YWCA York offers a wide variety of assembly packages. Assemblies can be offered for our presentation fee OR your school, church, youth group or community center can get a FREE 60-90 minute YWCA SCHOOL ASSEMBLY on any of the below topics if you get a group of 50 or more students to participate in the YWCA RACE AGAINST RACISM. Information on how to register for the RAR is on the YWCA York Website.

REACH

REACH is a youth Drama Group created in February of 2008, with the goal of forcing students, teachers, administrators, and parents to face the issues that were being dealt with within the walls of a 21st Century high school. Intending to show all people that there is an alternative to violence and hatred toward others, the plot centers around the NARRATOR, a young student who serves as the observer and guide through the other young people's lives. The NARRATOR and other characters tell their stories of disrespect, prejudice, inaction and action throughout the show. Their stories, although distinct to each character, intertwine and flow together seamlessly as the NARRATOR continues to notice that things aren't always as they seem. As the play progresses, a strong call to "stand up and REACH out to others" surfaces. The play's climax centers on what happens when people put their differences aside to reach out to and for help,

and tragically when REACHing out does not happen. The one act play runs about 75 min in length, but can be streamlined to fit any necessary time frame.

TEMPLE GUARD

YWCA York Temple Guard has been delighting the York community with its discipline and rhythm since 2001. The Temple Guard can come to your school and perform for your students and can even teach a step or two of their classic drill team moves.

RACE MATTERS

Race matters because it affects every single person in some way or another in their life time. Have the YWCA staff come and conduct an assembly with your youth regarding a variety of topics in Racial Justice. We can assist the students in identifying their own cultural identity; help them to determine where oppression originated and what white privilege means. All in fun and creative ways that will engage the youth in your school or group.

AVOIDING STEREOTYPES

YWCA York is great at engaging youth and discussing real topics. Let us lead your students on a journey to self discovery as we discuss our own stereotypes! Identifying stereotypes within each of us is the key to bringing them to the surface and eliminating the harmfulness of them. Your students will be renewed and develop a new way of coping with internalized judgments.

TEAM BUILDING

High energy, engaging, and fun..that is what all students want in a team building exercises. We are highly trained in leading team building exercises that engage and motivate. We can specially design a 30-60 minute team building experience for any group of any age.

BIOS of Our Professional Facilitators:

Below is a list of our main facilitators who can design and develop trainings or keynotes specifically for your business or agency based on the strengths and experiences held. Please contact our agency today to begin the planning of your specialized event.

YWCA York Training Institute

eliminating racism
empowering women
ywca



Debra Stock

Chief Executive Officer

YWCA York

Deb has served as CEO of YWCA York for eleven (11) years and previously served on the Board of directors for eight (8) years. Under her leadership the organization has grown from a \$1mil to \$7mil budget, from 60 to 185 staff members, and from 1 to 13 locations. The growth was achieved through a combination of the development of new programs and mergers. The YWCA now serves thousands of York countians and makes a significant impact in our community.

In April 2006 Deb was elected to serve on the YWCA USA national board and in May 2009 she was elected to serve as President of the board. Deb represents YWCA USA nationally and internationally.

Deb was named by YNC in 2008 as one of York's Top 25 Most Influential People; in 2010 she was the recipient of the Nonprofit Leadership Excellence Award from CPBJ, and in 2011 received the Athena Award from York County Chamber.

Foreign travel is her passion when time allows, having traveled to all seven (7) continents and over 80 countries. She is married with two sons and five grandchildren.

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RICK AZZARO LCSW-C, LCSW:

Chief Services Officer YWCA YORK

RICK AZZARO HAS OVER 20 YEARS OF EXPERIENCE WORKING WITH CHILDREN AND FAMILIES

IN THE CAPACITY OF CLINICIAN, ADMINISTRATOR AND TRAINER, HE HAS COLLABORATED WITH THE MENTAL HEALTH COMMUNITY, GOVERNMENT AGENCIES, LAW ENFORCEMENT AND THE EDUCATIONAL SYSTEM.

RICK RECEIVED HIS MASTERS DEGREE IN CLINICAL SOCIAL WORK AT THE UNIVERSITY OF MARYLAND. HE HAS SERVED IN A VARIETY OF LEADERSHIP POSITIONS IN BOTH MARYLAND AND PENNSYLVANIA.

RICK HAS TRAINED ON A NUMBER OF TOPICS RELATED TO CHILDREN AND FAMILIES AND HAS DEVELOPED CLINICAL PROGRAMS FOR SEVERAL PRIVATE AGENCIES. HE PROVIDES CONSULTATION AND TRAINING TO AGENCIES THROUGHOUT THE NATION.

RICK CURRENTLY CONDUCTS A NATIONALLY RECOGNIZED WORKSHOP DEPICTING THE IMPACT OF TRAUMA THROUGH THE WRITINGS AND ARTWORK OF A VICTIM. HE HAS PRESENTED THE WORKSHOP ALL OVER THE COUNTRY TO A VARIETY OF PROFESSIONAL DISCIPLINES.

RICK IS PRESENTLY THE CHIEF SERVICES OFFICER FOR VICTIM SERVICES ACCESS YORK/VICTIMS ASSISTANCE CENTER, PROGRAMS OF THE YWCA YORK.

HE IS ALSO AN ADJUNCT PROFESSOR IN THE BEHAVIORAL SCIENCES DEPARTMENT AT YORK COLLEGE PENNSYLVANIA.

RICK IS A STRONG ADVOCATE FOR VICTIMS OF VIOLENCE. HE RECOGNIZES THAT IT IS THE RESPONSIBILITY OF ALL MEMBERS OF THE COMMUNITY TO END VIOLENCE AND CARE AND PROTECT THOSE WHO ARE INJURED.



Ruby Martin, M.Ed.

Chief Program Officer YWCA York

Ruby Martin is the chief program officer at YWCA York, where she is responsible for overseeing the overall operations for the early learning programs, school age care, youth programming and camp, professional development/racial justice, the community development project and health promotional services.

Prior to joining YWCA York, Ruby served as Vice President of Education for a national child care company, ran several early learning programs leading them through the Keystone Stars process and NAEYC Accreditation, and did extensive work throughout the community on boards, committees and as an advocate for children and professionals in the early childhood field and has over 20 years of solid experience in these areas.

Ruby has published excerpts in two early childhood textbooks and as a curriculum author through the Library of Congress. In addition, she is a certified trainer for PA and has done many professional development sessions at national, state and local conferences.

Ruby is also adjunct faculty at both Penn State York and HACC and is an Assessor for the NAEYC Accreditation system and PA's School Age Professional Credential (SAPC)

Ruby holds a Master of Education in Early Childhood Education from Towson University and received her Bachelor of Science in Recreation and Leisure Administration from York College of Pa. She serves as a member of the Child Care Consultants Board of Directors, sits on the Membership Committee and Government Relations and Advocacy Committee through Pennsylvania's Child Care Association (PACCA).

Ruby has been the recipient of the White Rose Award (2000), Children's Champion award (2006) and most recently was recognized as one of the Central Penn's Business Journal's 40 Under Forty (2010).

Her passions include her two teenage children, cooking and entertaining.